



Engaging the NSOs through On-Job Training



© WSB-ARO/FILE

NAIROBI – In its quest to strengthen the capacities of National Scout Organizations (NSOs), three executives from Namibia, Lesotho and Cote d'Ivoire arrived in Nairobi for the month long training, from 12th May to 6th June 2014 taking place at the Regional Office.

The beneficiary countries were selected based on the needs assessment that was carried out among the NSOs by the Regional Office with regards to key issues such as NSO management, event management, finance and administration, communication and partnerships.

The aim of the On-the-Job-Training (OJT) is to equip the NSO officials with necessary skills for managing and running NSO offices while giving them an opportunity to experience how the Africa Regional Office is run. The anticipated outcome is to inculcate the spirit and letter of best management practices at the NSOs level through putting in place or enhancing NSO structures, systems and processes to better respond to the needs and aspirations of the Scouting stakeholders at the NSOs.

The training was conducted through presentations by ARO professionals from the various departments, field studies and visits, and attachments to various departments, group work and personal projects as well as being attached to Kenya Scout Association headquarters and visiting one of their Scout centres.

To conclude the OJT, the participants were tasked to make strategies aimed at improving their NSOs on the basis of the competencies they had acquired.

The Africa Regional Office hosts the On the Job Training (OJT) once a year. A capacity building training for NSOs in the Africa Region based on the NSOs needs. This is considered as an opportunity for learning and for cultural exchange.

Inside

Highlight Engaging the NSOs through On-Job Training

Page 1

From NSOs 21st Century Leadership

Way forward for Scouting in Africa

Page 2

From ARO World Scout Bureau opens new office in Kuala Lumpur

Page 3

Community Development Chatsworth Scouts Youth Day initiative - "Together we can"

Page 4

Events calendar 40th World Scout Conference/12th World Scout Youth Forum

Uganda Scout Association Centenary Celebrations

16th Africa Scout Conference and 7th Youth Forum

23rd World Scout Jamboree

Page 4



FOCUS ON NSOs

21st Century Leadership

KANDERSTEG - Representatives from each of the WOSM regions met at the Kandersteg International Scout Centre in Switzerland for a workshop on 21st Century Leadership. The Africa Scout Region was represented by Benja Satula from Associação de Escuteiros de Angola (AEA) (Scout Association of Angola).

The workshop took place in an interactive environment where experience sharing from the different Scout regions allied the concepts developed by the facilitators of the different sessions. The workshop and its theme were based on the recommendations of the 39th World Scout Conference held in Brazil.



The sessions began with the presentation of the objectives of the workshop and its objectives bearing in mind the way the different NSO's have given precedence in concrete follow-up of the youth program and whether their programs are designed to develop the leadership in young Scouts who are the main recipients.

There was an opportunity from participants to make presentations and discuss on the proposed model of leadership for WOSM, which was followed by a process of experience sharing and collection of ideas based on realities and culture of each region.

A session that focused on the consultation method to be used at a later stage by support groups of the NSO's interspersed with testimonial videos, leadership process impingement in the life of young scouts and leaders of the six Scouts regions.

To complete the workshop simulation sessions to address the specific NSO's needs, where each of the members, in interaction played the dual role (consultant and member of a NSO).

As part of the conclusion of the workshop there was preparation of a summary of the consultation process with the participation of the workshop, as well as with the preparation of an action plan, monitoring and impact of the workshop, the implementation of this process of leadership and future work.

The participants from each of the regions agreed to identify two or more NSO's for the implementation of the pilot phase based on the workshop findings, which should begin immediately after the 40th World Scout Conference in Slovenia.

Submitted by Benja Satula the Africa Scout Region representative at the workshop

Way Forward for Scouting in Africa

NAIROBI - From the 16th – 20th June 2014, the World Scout Bureau Africa Regional Office conducted a Staff Management Conference (SMC) at the regional secretariat in Nairobi, Kenya.

This year's Staff Management Conference brought about a new dimension of planning with a focus on performance targets emanating from well thought through outcomes. Coming on the backdrop of the Managing to Outcomes training held last November for both members of staff and Africa Scout Committee members, the staff literally had their work cut out for them.

The Planning involved, reviewing the position of Africa Scout Region in the context of the triennium plan, and developing a plan that would correspond to the needs of the region anchored on elaborate and measurable outcomes.



At the end of the planning, they came up with several areas of focus evolving around, "Improving the image and credibility of Scouting in Africa", "Bridging the Digital Divide", "Governance and Management", "Strategic Thinking", "Leaders Capacity Development", "Youth Programme Development", "NSOs Development" and "ARO Institutional Development Focusing on Sustainability". Each of these focus areas now has corresponding outcome statements, performance targets, key performance indicators and corresponding action steps that go beyond our financial year 2014/15.

There were valuable inputs from Robert Penna, Ph.D., author of "The Nonprofit Outcomes Toolbox", who's also the consultant who conducted the Managing to Outcomes workshop, Ray Saunders the Desk Officer for Africa Scout Region and Jeremy Naivasha and Dr. Wayne Davis representing the Africa Scout Committee.



FROM THE REGIONAL OFFICE

World Scout Bureau opens new office in Kuala Lumpur

MALAYSIA – On the 18th June 2014, the World Scout Bureau unveiled its new office in Kuala Lumpur, Malaysia, which will serve as a shared service centre for the global operations of the World Organization of Scout Movement (WOSM).



The fully operational office has the capacity to host 30 staff members from multiple nationalities, who will support the 162 National Scout Organizations, which are members of WOSM.

The new office was opened by the Honourable Prime Minister of Malaysia, Dato' Sri Mohd Najib bin Tun Abdul Razak. Also present were the Honourable Vice President of the Republic of Philippines, Jejomar Binay, and representatives of the World Scout Committee.

In his speech, Secretary General of WOSM, Scott Teare, said: *"I am pleasantly surprised by how welcoming, diverse and vibrant Kuala Lumpur is. With every trip, I could not resist making the connection between the World Scout Movement and Kuala Lumpur. Both the city and the Movement embody a unique representation of modern life, driven by young people who are engaged and animated by strong values."*



Kuala Lumpur was chosen from amongst seven cities worldwide following an extensive independent review by PriceWaterHouse Coopers. Selection criteria included operational efficiencies, means of transportation, cost of living, talent pool and international connections. A very large majority of WOSM's National Scout Organizations endorsed this proposal.

With the new office in Kuala Lumpur, the World Scout Bureau's global network of offices has expanded to eight locations worldwide – Brussels, Cairo, Geneva, Kiev, Kuala Lumpur, Manila, Nairobi and Panama City – thus allowing the World Scout Movement to be as close as possible to the National Scout Organizations. The legal seat of the World Organization of Scout Movement remains in Geneva, Switzerland.

"The Scout Movement is a volunteer-based movement and volunteers are the lifeblood of the organization. We need more people to step up, especially adult volunteers, to ensure that we grow this vibrant movement from 40 million members today to over 100 million members within the next 10 years," said Teare.

The Secretary General also extended appreciation to the Government of Malaysia, the Scout Association of Malaysia, and the World Scout Foundation, as *"without their support, we would not have been able to set up this new office here in Kuala Lumpur"*.



COMMUNITY DEVELOPMENT

Chatsworth Scouts Youth Day initiative - "Together we can"

SOUTH AFRICA - June 16th marked the 3-year of existence of the Chatsworth Scout Troop, Scouts South Africa. The date also coincides with South Africa's Youth Day.



To celebrate the occasion, the troop, which is based at the Nelson Mandela Youth centre, identified 20 local children homes and undertook a project to help provide these homes and the young people in them with needed necessities.



In the build up to the project the Scouts encouraged their friends at school, neighbours, parents and family members to collect canned foods and non-perishable items.

On the 14th of June the troop set up a table at the Ridge Shopping mall in Shallcross where these items were dropped off. The troop is running the project under the theme, "Together we can".

Troop Scouter Previn Vedan stated that the community came out in support of the initiative, donating generously towards helping making the lives of others better as per the Founder's teachings.



UPCOMING EVENTS

EVENT	DATES	COUNTRY
Uganda Scout Association Centenary Celebrations	2015	Uganda
40 th World Scout Conference/12 th World Scout Youth Forum	11 th – 14 th , 4 th – 7 th August 2014	Ljubljana, Rogla, Slovenia
23 rd World Scout Jamboree	28 th July – 8 th August 2015	Yamaguchi City, Japan
16 th Africa Scout Conference & 7 th Youth Forum	2015	Mauritius

Memorable quote

"The Scout Movement is a volunteer-based movement and volunteers are the lifeblood of the organization. We need more people to step up, especially adult volunteers, to ensure that we grow this vibrant movement from 40 million members today to over 100 million members within the next 10 years,"

Scott Teare, Secretary General, World Organization of the Scout Movement

PLEASE EMAIL US A PROVERB OR SAYING FROM YOUR COUNTRY. WE WILL PUBLISH THE BEST IN THE NEXT ISSUE! (africa@scout.org)

STAY IN TOUCH!



<https://www.facebook.com/pages/Scouting-in-the-Africa-Region/163797806967899?sk=wall>



<http://twitter.com/#!/ScoutingAfrica>

World Scout Bureau
Africa Regional Office
P.O. Box 63070
00200, City Square
Nairobi, KENYA

africa@scout.org
www.scout.org/africa
Skype: worldscoutbureauafrica
Phone 1: (+254 20) 728499553
Phone 2: (+254 20) 245 09 85